

BCEA BENEFIT SUMMARY SHEET

For Part-Time Employees Working 5-19 Hours/Week

FRINGE BENEFITS AND WELLNESS

- **EMPLOYEE ASSISTANCE PROGRAM (EAP)**
Available to employees and dependents
- **VISION PLAN**
Voluntary plan through VSP
- **MEDICARE COVERAGE**
Provided for employees hired after April 1, 1986
- **PROFESSIONAL DEVELOPMENT PAY**
\$40.00/month
Provided to Professional/Supervisory subgroup employees only

RETIREMENT BENEFITS

- **RETIREMENT – 457P Plan**
City pays 3.75%

VACATION AND HOLIDAYS

- **VACATION**
Less than 5 years of service.....2 weeks/year*
5-14 years of service.....3 weeks/year*
15+ years of service.....4 weeks/year*
- **HOLIDAY DIFFERENTIAL**
Differential pay is based on the number of hours worked as defined in the MOU

SICK LEAVE AND OTHER LEAVES OF ABSENCE

- **SICK LEAVE** pro-rated based on average number of hours worked
- **BEREAVEMENT LEAVE** 3 days/eligible death
- **JURY DUTY** one day/year
- **MILITARY LEAVE**
30 paid calendar days/year per Military & Veterans Code; plus up to one year difference between City/military pay
- **PERSONAL LEAVE** 1-3 hours/year*
- **MATERNITY LEAVE**
16 weeks unpaid leave
(must supplement with paid leave if available)
- **PROFESSIONAL LEAVE**
Up to 3 hours/year with an assignment of 16 hours or less
Up to 30 hours/year with an assignment of 17 hours or more
Hours and eligible employees defined in MOU

MISCELLANEOUS

- **UNIFORM ALLOWANCE**
Varies with assignment
- **BILINGUAL BONUS**
\$63.00/month
- **WORK SCHEDULE**
Flexible based on assignment & department needs

THIS IS PROVIDED AS A SUMMARY OF BENEFITS AND DOES NOT CONFER ANY RIGHTS UPON ANY EMPLOYEE. PLEASE REFER TO THE APPROPRIATE MEMORANDUM OF UNDERSTANDING FOR A MORE DETAILED DISCUSSION OF THESE BENEFITS.